

# **ntuc**

## **MAY DAY**

# **AWARDS**

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## **PARTNER OF LABOUR MOVEMENT**

### **Foodtalks Caterer and Manufacturer**

*Nominated by NTUC U SME*

Foodtalks Caterer and Manufacturer has been a partner of the Labour Movement since May 2021. Established in 2004, it is a prominent Halal buffet and bento catering company in Singapore.

The company has grown steadily over the past year, and it currently has a workforce size of 34 employees.

Foodtalks is a progressive employer, one that ensures their workforce is taken care of through annual increments and rewarded for their contributions through incentives. Since February 2024, it sponsors all its workers' NTUC memberships. This has helped ensure that all their workers have additional welfare benefits, while helping them to stretch their dollar through NTUC's cost saving programmes.

The company has also been a strong advocate for the food services Progressive Wage Model (PWM), successfully implementing this initiative across their operations. As a result, four local food services workers have benefitted from the improved wages, training and career opportunities.

Foodtalks advocates an age-friendly workplace that enhances the employability of their mature employees. The management encourages their employees to continue their employment with them so long as they are willing to work. It is a company that practices leave flexibility. For example, instead of making workers go on no pay leave when they run out of annual leave, they allow workers to take advance leave, so that they do not have to bear with salary deductions.

The company has also formed a Company Training Committee (CTC) with NTUC U SME, where they collaborate on introducing technological solutions to improve on their operations' efficiency and safety in the central kitchen.

Foodtalks embarked on an Operation and Technology Roadmap between April and July 2024 to look into the digitisation of manual processes and to establish training development plans for their workers.

Recently, they have kickstarted some of these plans by sending two employees to upgrade themselves to the highest level of food hygiene recognised by Singapore Food Agency.

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**Goh Siew Hor**

Chief Business Officer  
Royce Dental Group

*Nominated by the Healthcare Services Employees' Union*

Dr Goh Siew Hor has actively facilitated the unionisation of both Royce Dental Group and Denticare.

The unionisation has enabled the Healthcare Services Employees' Union (HSEU), Royce Dental Group, and Denticare to embark on a partnership to work on company transformation projects.

His work on the Company Training Committee (CTC) ensures workers are upskilled and future ready. These projects would enhance workers' productivity, allowing them to gain new skills, advance their careers, and help them improve their wage growth.

Brother Siew Hor has been a steadfast supporter of worker welfare, bringing together the company's leadership and union representatives to foster dialogue and implement progressive workplace practices.

He would also sponsor door gifts for HSEU's dinner and dance and contribute to the HSEU Bursary Fund, further underscoring his commitment in supporting union activities.

Brother Siew Hor's contributions to the Labour Movement have helped to create better, more sustainable jobs for those under the Royce Dental Group and Denticare.

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### **Hi-Ace Packaging Pte Ltd**

*Nominated by NTUC U SME*

Hi-Ace Packaging was a recipient of the 2018 Singapore Enterprise Medal of Honor, recognising it as the top 100 trusted SMEs in Singapore. The company has around 40 staff, of which 80 per cent are in production while the rest are in administration and procurement.

The company sponsors all their employees NTUC membership fees as part of its employee flexible benefit. It believes this will help to alleviate the high cost of living and enable them to stretch their dollar.

Depending on its workers' performance, Hi-Ace Packaging provides 3 to 5 per cent wage increase to its employees each year. The company has also worked closely with SG Enable to hire persons with disabilities (PWD) in their workplace. The company is also looking to expand its local workforce as it plans its move to a bigger office space.

Since the company established in 2014, more than 10 per cent of its employees are still working in the company today. Around 15 per cent of the employees who left have returned to the company as they felt that the company's environment and culture is better than other companies in the industry.

The company organises regular company gatherings and overseas trips for their workers. Other employee benefits include an annual medical claim of up to \$300, and transport and meal allowances for production workers.

The company has worked with NTUC on an Operation & Technology Roadmap (OTR) to enhance their transformation journey. These transformation plans include smart machinery and the adoption of an enterprise resource planning (ERP) system to automate cross-departmental efforts. These projects will enable the production process to run with minimal human intervention.

Hi-Ace Packaging has been evolving its carton box production process over the last decade. This has enabled the company to improve their production line by 10 times, from a production of five to 50 pieces. Its digital printing uses FSC-certified materials, which are more environmentally friendly.

It has also recently developed a new packaging process with waterproof laminate. This process will allow Hi-Ace to diversify into industries like fish farms and cut down the usage of environmentally unfriendly styrofoam boxes. This has enabled its production workers and business development team to gain new skills as the business grows.